

MEMORANDUM OF SETTLEMENT

This MEMORANDUM OF SETTLEMENT is entered into this 25th day of July, 2014, by the appointed bargaining representatives of Greater Victoria Labour Relations Association on behalf of the Greater Victoria Public Library Board and the bargaining representatives of the Canadian Union of Public Employees Local 410.

The parties signatory hereto agree to recommend to their respective memberships and principals, without reservation, the ratification of the following terms and conditions to renew the existing collective agreement.

1. PREVIOUS CONDITIONS

All of the terms and conditions of the collective agreement(s) commencing January 1, 2011 and expiring December 31, 2013 shall continue to apply except as specifically varied below.

2. EFFECTIVE DATE OF CHANGES

All amendments to the revised collective agreement shall come into effect the first day of the month following the date of ratification by both parties unless specified otherwise within.

3. TERM OF AGREEMENT

The parties agree that term shall be revised to provide for a three (3) year collective agreement from January 1, 2014 to and including December 31, 2016.

4. WAGE INCREASES

A general wage increase shall be applied to existing wages schedules as follows and effective:

- January 1, 2014 - 1.75%
- January 1, 2015 - 1.0%
- July 1, 2015 - 1.0%
- January 1, 2016 - 2.0%

NOTE: It is understood by the parties that the retroactive wage increase effective January 1, 2014 shall be paid to all employees including those employees who have retired, resigned, terminated or otherwise left the service of the Employer.

Effective January 1, 2016 increase amount auxiliary employees earn in lieu of benefit plan entitlements, vacation entitlements, statutory holiday pay, and sick leave from thirteen (13%) percent to fourteen (14%) percent of their gross wage earnings (basic wages plus overtime).

5. SAFETY FOOTWEAR

Effective January 1, 2016 amend Article 35.05 Safety Footwear to increase annual contribution from ninety dollars (\$90.00) to one hundred dollars (\$100.00).

6. PREVIOUSLY AGREED CHANGES (GREEN SHEETS)

The parties agree that the negotiated changes to the collective agreement, the "green sheets" shall be incorporated into the revised collective agreement as follows:

1.	1.09	Auxiliary Employee Terms and Conditions of Employment	July 8, 2014
	23.01	Jury or Court Witness duty	July 8, 2014
2.	8.02	Union/Management Committee	July 4, 2014
3.	19.01	Statutory Holidays	June 19, 2014
4.	LOU	Supplementary Employment Insurance Benefits	July 4, 2014
5.	LOU	LOU Summary	
		LOU No. 1 and LOU No. 3	July 8, 2014
		LOU No. 2 and LOU No. 4	July 4, 2014

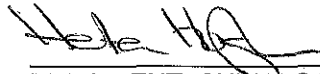
IN WITNESS WHEREOF the parties hereto have caused this Memorandum of Settlement to be executed this 14 day of August in the year 2014, in the City of Victoria, Province of BC.

FOR THE EMPLOYER



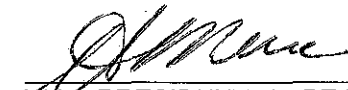
EXECUTIVE DIRECTOR, GVIRA

FOR THE UNION



PRESIDENT, CUPE LOCAL 410


CEO, GREATER VICTORIA PUBLIC LIBRARY BOARD
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VICE-PRESIDENT, CUPE LOCAL 410
Secretary